

HISTORY OF  
WAGE SCALES  
OF INDIANA STRIP MINES  
FROM  
1914 TO 1944

Compiled By  
Indiana Coal Producers Association  
Michael Scollard, Secretary



THE UNIVERSITY OF CHICAGO  
LIBRARY  
1100 EAST 58TH STREET  
CHICAGO, ILL. 60637

1965  
1100 EAST 58TH STREET

UNIVERSITY OF CHICAGO  
LIBRARY  
1100 EAST 58TH STREET  
CHICAGO, ILL. 60637



HISTORY OF WAGE SCALES  
DISTRICTS Nos. 8 & 11

1914 to 1944

Prior to 1914 the mine workers employed in the strip mines in Districts Nos. 8 and 11 were unorganized. After their organization, during the Spring of 1914, repeated attempts were made to agree on a wage scale. During this time operations were suspended in the strip mines. On July 1st, 1914, an agreement was reached providing that the matter of wages would be left to a Board of Arbitration consisting of three members, one of whom would be selected by the mine workers, one by the operators, and a third by agreement. The finding of the Arbitration Board was to have been completed within three weeks after the selection of the third member but in the meantime, the following tentative wage scale was to be effective July 1st, 1914, and the mines to resume operations July 15th, 1914. The mines resumed operations under said tentative wage scale but the Board of Arbitration was never completed, as the third member of the Board was not agreed to and the tentative wage scale remained in force until March 31, 1916. The following is the tentative wage scale:

WAGE SCALE

June 1, 1914 to March 31, 1916

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>26 Day Month</u>
Shovel Engineer	\$ 4.81	\$ 125.00
Shovel Craneman	3.85	100.00
Shovel Fireman	2.885	75.00
Tipple Engineer	3.12	81.25



1. The first part of the document is a list of names and titles, including "The Hon. Mr. Justice" and "The Hon. Mr. Justice".

DATE	DESCRIPTION	AMOUNT	BALANCE
1900	...	...	...
1901	...	...	...
1902	...	...	...
1903	...	...	...
1904	...	...	...
1905	...	...	...
1906	...	...	...
1907	...	...	...
1908	...	...	...
1909	...	...	...
1910	...	...	...
1911	...	...	...
1912	...	...	...
1913	...	...	...
1914	...	...	...
1915	...	...	...
1916	...	...	...
1917	...	...	...
1918	...	...	...
1919	...	...	...
1920	...	...	...
1921	...	...	...
1922	...	...	...
1923	...	...	...
1924	...	...	...
1925	...	...	...
1926	...	...	...
1927	...	...	...
1928	...	...	...
1929	...	...	...
1930	...	...	...
1931	...	...	...
1932	...	...	...
1933	...	...	...
1934	...	...	...
1935	...	...	...
1936	...	...	...
1937	...	...	...
1938	...	...	...
1939	...	...	...
1940	...	...	...
1941	...	...	...
1942	...	...	...
1943	...	...	...
1944	...	...	...
1945	...	...	...
1946	...	...	...
1947	...	...	...
1948	...	...	...
1949	...	...	...
1950	...	...	...
1951	...	...	...
1952	...	...	...
1953	...	...	...
1954	...	...	...
1955	...	...	...
1956	...	...	...
1957	...	...	...
1958	...	...	...
1959	...	...	...
1960	...	...	...
1961	...	...	...
1962	...	...	...
1963	...	...	...
1964	...	...	...
1965	...	...	...
1966	...	...	...
1967	...	...	...
1968	...	...	...
1969	...	...	...
1970	...	...	...
1971	...	...	...
1972	...	...	...
1973	...	...	...
1974	...	...	...
1975	...	...	...
1976	...	...	...
1977	...	...	...
1978	...	...	...
1979	...	...	...
1980	...	...	...
1981	...	...	...
1982	...	...	...
1983	...	...	...
1984	...	...	...
1985	...	...	...
1986	...	...	...
1987	...	...	...
1988	...	...	...
1989	...	...	...
1990	...	...	...
1991	...	...	...
1992	...	...	...
1993	...	...	...
1994	...	...	...
1995	...	...	...
1996	...	...	...
1997	...	...	...
1998	...	...	...
1999	...	...	...
2000	...	...	...



<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	8	\$ 3.33
Shovel Oilers	8	2.50
Tripriders	8	2.50
Tracklayers	8	2.84
Coal Drillers	8	2.50
Overburden Drillers (Power)	8	2.84
Dirt and Coal Shovelers	8	2.84
Ditchers	8	2.84
Groundmen around Shovels	8	2.84
Blacksmiths	8	3.26
Blacksmiths Helpers	8	2.50
Pumpers	8	2.84
Sledgers	8	2.84
Shooters	8	2.84
Couplers	8	2.50
Night Watchmen	12	2.72
Drivers	8	2.84
Tipple Fireman	8	2.72
Flat Trimmer	8	2.25
Dumpers	8	2.25
Other Labor in Pit	8	2.50

On April 1st, 1916, the wage scale was increased 5 to 20 % per day, and was supposed to be for a period of two years ending March 31, 1918. The United Mine Workers demanded and received time and one-half for overtime and double time for Sundays and Holidays for all employees except regularly employed pumpers, night watchmen and men washing out boilers on Sunday. However, the United Mine Workers did not remain at work until the expiration of the contract and the following wage scale was in force only until April 16, 1917, viz:







Wage Scale  
April 1, 1916 to April 16, 1917

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>26 Day Month</u>
Shovel Engineer	\$ 5.05	\$ 131.25
Shovel Craneman	4.04	105.00
Shovel Fireman	3.03	78.75
Tipple Engineer	3.24	85.31

  

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineer & Motorman	8	\$ 3.50
Shovel Oiler	8	3.00
Tripdrivers	8	3.00
Tracklayers	8	3.00
Coal Drillers	8	3.00
Overburden Drillers (Power)	8	4.20
Dirt & Coal Shovelers	8	3.00
Ditchers	8	3.00
Groundmen around Shovel	8	3.00
Blacksmiths	8	3.42
Blacksmiths Helpers	8	3.00
Pumpers	8	3.00
Sledgers	8	3.00
Shooters	8	3.15
Couplers	8	2.63
Nightwatchman	12	2.86
Drivers	8	3.00
Switchman	8	3.00
Tipple Fireman	8	2.86
Flat Trimmer	8	2.36
Dumper	8	2.36
Other Labor in Pit	8	3.00

On April 16th, 1917, at the beginning of the  
United States' entrance into the World War No. 1, the



April 1, 1917

April 1, 1917

April 1, 1917

April 1, 1917

April 1, 1917

April 1, 1917



mine workers demanded and increase before the termination of their contract. Owing to the increased cost of living, the operators granted a flat increase of 60¢ per day to all employees under the jurisdiction of the United Mine Workers of America. The new wage scale was as follows:

Wage Scale

April 16, 1917 to November 1, 1917

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>26 Day Month</u>
Shovel Engineer	\$ 5.65	\$ 146.85
Shovel Craneman	4.615	120.00
Shovel Fireman	3.63	94.35
Tipple Engineer	3.88	100.91

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineer & Motorman	8	\$ 4.10
Shovel Oiler	8	3.60
Tripriders	8	3.60
Tracklayers	8	3.60
Coal Drillers	8	3.60
Overburden Drillers (Power)	8	4.80
Dirt & Coal Shovelers	8	3.60
Ditchers	8	3.60
Groundmen around Shovels	8	3.60
Blacksmiths	8	4.02
Blacksmiths Helpers	8	3.60
Machinists	8	4.80
Pumpers	8	3.60
Sledgers	8	3.60
Shooters	8	3.75
Couplers	8	3.23
Nightwatchmen	12	3.46
Drivers	8	3.60
Switchmen	8	3.60
Tipple Firemen	8	3.46



to be noted and discussed before the meeting  
 its contents. Being in the interest of  
 a committee formed a first meeting of the  
 all employees under the jurisdiction of the  
 a Workers of America. The new work would be

Page 37-10  
 April 10, 1917 to November 1, 1917

DATE		AMOUNT	REMARKS
1917	Jan 1	1.00	Jan 1
1917	Jan 2	1.00	Jan 2
1917	Jan 3	1.00	Jan 3
1917	Jan 4	1.00	Jan 4
1917	Jan 5	1.00	Jan 5
1917	Jan 6	1.00	Jan 6
1917	Jan 7	1.00	Jan 7
1917	Jan 8	1.00	Jan 8
1917	Jan 9	1.00	Jan 9
1917	Jan 10	1.00	Jan 10
1917	Jan 11	1.00	Jan 11
1917	Jan 12	1.00	Jan 12
1917	Jan 13	1.00	Jan 13
1917	Jan 14	1.00	Jan 14
1917	Jan 15	1.00	Jan 15
1917	Jan 16	1.00	Jan 16
1917	Jan 17	1.00	Jan 17
1917	Jan 18	1.00	Jan 18
1917	Jan 19	1.00	Jan 19
1917	Jan 20	1.00	Jan 20
1917	Jan 21	1.00	Jan 21
1917	Jan 22	1.00	Jan 22
1917	Jan 23	1.00	Jan 23
1917	Jan 24	1.00	Jan 24
1917	Jan 25	1.00	Jan 25
1917	Jan 26	1.00	Jan 26
1917	Jan 27	1.00	Jan 27
1917	Jan 28	1.00	Jan 28
1917	Jan 29	1.00	Jan 29
1917	Jan 30	1.00	Jan 30
1917	Jan 31	1.00	Jan 31
1917	Feb 1	1.00	Feb 1
1917	Feb 2	1.00	Feb 2
1917	Feb 3	1.00	Feb 3
1917	Feb 4	1.00	Feb 4
1917	Feb 5	1.00	Feb 5
1917	Feb 6	1.00	Feb 6
1917	Feb 7	1.00	Feb 7
1917	Feb 8	1.00	Feb 8
1917	Feb 9	1.00	Feb 9
1917	Feb 10	1.00	Feb 10
1917	Feb 11	1.00	Feb 11
1917	Feb 12	1.00	Feb 12
1917	Feb 13	1.00	Feb 13
1917	Feb 14	1.00	Feb 14
1917	Feb 15	1.00	Feb 15
1917	Feb 16	1.00	Feb 16
1917	Feb 17	1.00	Feb 17
1917	Feb 18	1.00	Feb 18
1917	Feb 19	1.00	Feb 19
1917	Feb 20	1.00	Feb 20
1917	Feb 21	1.00	Feb 21
1917	Feb 22	1.00	Feb 22
1917	Feb 23	1.00	Feb 23
1917	Feb 24	1.00	Feb 24
1917	Feb 25	1.00	Feb 25
1917	Feb 26	1.00	Feb 26
1917	Feb 27	1.00	Feb 27
1917	Feb 28	1.00	Feb 28
1917	Feb 29	1.00	Feb 29
1917	Feb 30	1.00	Feb 30
1917	Mar 1	1.00	Mar 1
1917	Mar 2	1.00	Mar 2
1917	Mar 3	1.00	Mar 3
1917	Mar 4	1.00	Mar 4
1917	Mar 5	1.00	Mar 5
1917	Mar 6	1.00	Mar 6
1917	Mar 7	1.00	Mar 7
1917	Mar 8	1.00	Mar 8
1917	Mar 9	1.00	Mar 9
1917	Mar 10	1.00	Mar 10
1917	Mar 11	1.00	Mar 11
1917	Mar 12	1.00	Mar 12
1917	Mar 13	1.00	Mar 13
1917	Mar 14	1.00	Mar 14
1917	Mar 15	1.00	Mar 15
1917	Mar 16	1.00	Mar 16
1917	Mar 17	1.00	Mar 17
1917	Mar 18	1.00	Mar 18
1917	Mar 19	1.00	Mar 19
1917	Mar 20	1.00	Mar 20
1917	Mar 21	1.00	Mar 21
1917	Mar 22	1.00	Mar 22
1917	Mar 23	1.00	Mar 23
1917	Mar 24	1.00	Mar 24
1917	Mar 25	1.00	Mar 25
1917	Mar 26	1.00	Mar 26
1917	Mar 27	1.00	Mar 27
1917	Mar 28	1.00	Mar 28
1917	Mar 29	1.00	Mar 29
1917	Mar 30	1.00	Mar 30
1917	Mar 31	1.00	Mar 31
1917	Apr 1	1.00	Apr 1
1917	Apr 2	1.00	Apr 2
1917	Apr 3	1.00	Apr 3
1917	Apr 4	1.00	Apr 4
1917	Apr 5	1.00	Apr 5
1917	Apr 6	1.00	Apr 6
1917	Apr 7	1.00	Apr 7
1917	Apr 8	1.00	Apr 8
1917	Apr 9	1.00	Apr 9
1917	Apr 10	1.00	Apr 10
1917	Apr 11	1.00	Apr 11
1917	Apr 12	1.00	Apr 12
1917	Apr 13	1.00	Apr 13
1917	Apr 14	1.00	Apr 14
1917	Apr 15	1.00	Apr 15
1917	Apr 16	1.00	Apr 16
1917	Apr 17	1.00	Apr 17
1917	Apr 18	1.00	Apr 18
1917	Apr 19	1.00	Apr 19
1917	Apr 20	1.00	Apr 20
1917	Apr 21	1.00	Apr 21
1917	Apr 22	1.00	Apr 22
1917	Apr 23	1.00	Apr 23
1917	Apr 24	1.00	Apr 24
1917	Apr 25	1.00	Apr 25
1917	Apr 26	1.00	Apr 26
1917	Apr 27	1.00	Apr 27
1917	Apr 28	1.00	Apr 28
1917	Apr 29	1.00	Apr 29
1917	Apr 30	1.00	Apr 30
1917	May 1	1.00	May 1
1917	May 2	1.00	May 2
1917	May 3	1.00	May 3
1917	May 4	1.00	May 4
1917	May 5	1.00	May 5
1917	May 6	1.00	May 6
1917	May 7	1.00	May 7
1917	May 8	1.00	May 8
1917	May 9	1.00	May 9
1917	May 10	1.00	May 10
1917	May 11	1.00	May 11
1917	May 12	1.00	May 12
1917	May 13	1.00	May 13
1917	May 14	1.00	May 14
1917	May 15	1.00	May 15
1917	May 16	1.00	May 16
1917	May 17	1.00	May 17
1917	May 18	1.00	May 18
1917	May 19	1.00	May 19
1917	May 20	1.00	May 20
1917	May 21	1.00	May 21
1917	May 22	1.00	May 22
1917	May 23	1.00	May 23
1917	May 24	1.00	May 24
1917	May 25	1.00	May 25
1917	May 26	1.00	May 26
1917	May 27	1.00	May 27
1917	May 28	1.00	May 28
1917	May 29	1.00	May 29
1917	May 30	1.00	May 30
1917	May 31	1.00	May 31
1917	Jun 1	1.00	Jun 1
1917	Jun 2	1.00	Jun 2
1917	Jun 3	1.00	Jun 3
1917	Jun 4	1.00	Jun 4
1917	Jun 5	1.00	Jun 5
1917	Jun 6	1.00	Jun 6
1917	Jun 7	1.00	Jun 7
1917	Jun 8	1.00	Jun 8
1917	Jun 9	1.00	Jun 9
1917	Jun 10	1.00	Jun 10
1917	Jun 11	1.00	Jun 11
1917	Jun 12	1.00	Jun 12
1917	Jun 13	1.00	Jun 13
1917	Jun 14	1.00	Jun 14
1917	Jun 15	1.00	Jun 15
1917	Jun 16	1.00	Jun 16
1917	Jun 17	1.00	Jun 17
1917	Jun 18	1.00	Jun 18
1917	Jun 19	1.00	Jun 19
1917	Jun 20	1.00	Jun 20
1917	Jun 21	1.00	Jun 21
1917	Jun 22	1.00	Jun 22
1917	Jun 23	1.00	Jun 23
1917	Jun 24	1.00	Jun 24
1917	Jun 25	1.00	Jun 25
1917	Jun 26	1.00	Jun 26
1917	Jun 27	1.00	Jun 27
1917	Jun 28	1.00	Jun 28
1917	Jun 29	1.00	Jun 29
1917	Jun 30	1.00	Jun 30
1917	Jul 1	1.00	Jul 1
1917	Jul 2	1.00	Jul 2
1917	Jul 3	1.00	Jul 3
1917	Jul 4	1.00	Jul 4
1917	Jul 5	1.00	Jul 5
1917	Jul 6	1.00	Jul 6
1917	Jul 7	1.00	Jul 7
1917	Jul 8	1.00	Jul 8
1917	Jul 9	1.00	Jul 9
1917	Jul 10	1.00	Jul 10
1917	Jul 11	1.00	Jul 11
1917	Jul 12	1.00	Jul 12
1917	Jul 13	1.00	Jul 13
1917	Jul 14	1.00	Jul 14
1917	Jul 15	1.00	Jul 15
1917	Jul 16	1.00	Jul 16
1917	Jul 17	1.00	Jul 17
1917	Jul 18	1.00	Jul 18
1917	Jul 19	1.00	Jul 19
1917	Jul 20	1.00	Jul 20
1917	Jul 21	1.00	Jul 21
1917	Jul 22	1.00	Jul 22
1917	Jul 23	1.00	Jul 23
1917	Jul 24	1.00	Jul 24
1917	Jul 25	1.00	Jul 25
1917	Jul 26	1.00	Jul 26
1917	Jul 27	1.00	Jul 27
1917	Jul 28	1.00	Jul 28
1917	Jul 29	1.00	Jul 29
1917	Jul 30	1.00	Jul 30
1917	Jul 31	1.00	Jul 31
1917	Aug 1	1.00	Aug 1
1917	Aug 2	1.00	Aug 2
1917	Aug 3	1.00	Aug 3
1917	Aug 4	1.00	Aug 4
1917	Aug 5	1.00	Aug 5
1917	Aug 6	1.00	Aug 6
1917	Aug 7	1.00	Aug 7
1917	Aug 8	1.00	Aug 8
1917	Aug 9	1.00	Aug 9
1917	Aug 10	1.00	Aug 10
1917	Aug 11	1.00	Aug 11
1917	Aug 12	1.00	Aug 12
1917	Aug 13	1.00	Aug 13
1917	Aug 14	1.00	Aug 14
1917	Aug 15	1.00	Aug 15
1917	Aug 16	1.00	Aug 16
1917	Aug 17	1.00	Aug 17
1917	Aug 18	1.00	Aug 18
1917	Aug 19	1.00	Aug 19
1917	Aug 20	1.00	Aug 20
1917	Aug 21	1.00	Aug 21
1917	Aug 22	1.00	Aug 22
1917	Aug 23	1.00	Aug 23
1917	Aug 24	1.00	Aug 24
1917	Aug 25	1.00	Aug 25
1917	Aug 26	1.00	Aug 26
1917	Aug 27	1.00	Aug 27
1917	Aug 28	1.00	Aug 28
1917	Aug 29	1.00	Aug 29
1917	Aug 30	1.00	Aug 30
1917	Aug 31	1.00	Aug 31
1917	Sep 1	1.00	Sep 1
1917	Sep 2	1.00	Sep 2
1917	Sep 3	1.00	Sep 3
1917	Sep 4	1.00	Sep 4
1917	Sep 5	1.00	Sep 5
1917	Sep 6	1.00	Sep 6
1917	Sep 7	1.00	Sep 7
1917	Sep 8	1.00	Sep 8
1917	Sep 9	1.00	Sep 9
1917	Sep 10	1.00	Sep 10
1917	Sep 11	1.00	Sep 11
1917	Sep 12	1.00	Sep 12
1917	Sep 13	1.00	Sep 13
1917	Sep 14	1.00	Sep 14
1917	Sep 15	1.00	Sep 15
1917	Sep 16	1.00	Sep 16
1917	Sep 17	1.00	Sep 17
1917	Sep 18	1.00	Sep 18
1917	Sep 19	1.00	Sep 19
1917	Sep 20	1.00	Sep 20
1917	Sep 21	1.00	Sep 21
1917	Sep 22	1.00	Sep 22
1917	Sep 23	1.00	Sep 23
1917	Sep 24	1.00	Sep 24
1917	Sep 25	1.00	Sep 25
1917	Sep 26	1.00	Sep 26
1917	Sep 27	1.00	Sep 27
1917	Sep 28	1.00	Sep 28
1917	Sep 29	1.00	Sep 29
1917	Sep 30	1.00	Sep 30
1917	Oct 1	1.00	Oct 1
1917	Oct 2	1.00	Oct 2
1917	Oct 3	1.00	Oct 3
1917	Oct 4	1.00	Oct 4
1917	Oct 5	1.00	Oct 5
1917	Oct 6	1.00	Oct 6
1917	Oct 7	1.00	Oct 7
1917	Oct 8	1.00	Oct 8
1917	Oct 9	1.00	Oct 9
1917	Oct 10	1.00	Oct 10
1917	Oct 11	1.00	Oct 11
1917	Oct 12	1.00	Oct 12
1917	Oct 13	1.00	Oct 13
1917	Oct 14	1.00	Oct 14
1917	Oct 15	1.00	Oct 15
1917	Oct 16	1.00	Oct 16
1917	Oct 17	1.00	Oct 17
1917	Oct 18	1.00	Oct 18
1917	Oct 19	1.00	Oct 19
1917	Oct 20	1.00	Oct 20
1917	Oct 21	1.00	Oct 21
1917	Oct 22	1.00	Oct 22
1917	Oct 23	1.00	Oct 23
1917	Oct 24	1.00	Oct 24
1917	Oct 25	1.00	Oct 25
1917	Oct 26	1.00	Oct 26
1917	Oct 27	1.00	Oct 27
1917	Oct 28	1.00	Oct 28
1917	Oct 29	1.00	Oct 29
1917	Oct 30	1.00	Oct 30
1917	Oct 31	1.00	Oct 31
1917	Nov 1	1.00	Nov 1
1917	Nov 2	1.00	Nov 2
1917	Nov 3	1.00	Nov 3
1917	Nov 4	1.00	Nov 4
1917	Nov 5	1.00	Nov 5
1917	Nov 6	1.00	Nov 6
1917	Nov 7	1.00	Nov 7
1917	Nov 8	1.00	



Flat Trimmer	8	2.96
Dumper	8	2.96
Other Labor in Pit	8	3.60

On November 1, 1917 the United Mine Workers again demanded and received an increase owing to the continued advance in cost of living during the war. The increase amounted to \$1.40 per day to all employees under the jurisdiction of the United Mine Workers of America. The new wage scale was as follows:

Wage Scale

November 1, 1917 to December 15, 1919

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>26 Day Month</u>
Shovel Engineer	7.05	\$ 183.25
Shovel Craneman	6.04	157.00
Shovel Fireman	5.03	130.75
Tipple Engineer	3.88	100.91

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineer & Motorman	8	\$ 5.50
Shovel Oiler	8	5.00
Trip rider	8	5.00
Tracklayer	8	5.00
Coal Drillers	8	5.00
Overburden Drillers (Power)	8	6.20
Dirt & Coal Shovelers	8	5.00
Ditchers	8	5.00
Groundmen around Shovel	8	5.00
Blacksmiths	8	5.42
Blacksmiths Helpers	8	5.00
Machinists	8	6.20
Pumpers	8	5.00
Sledgers	8	5.00
Shooters	8	5.15



2.98  
2.98  
2.98  
2.98

On 1. 1917 the United States  
and received and interest paid on the  
and is cost of living during the year  
amounted to \$1.40 per day for all employees  
the new wage scale was as follows:

Wage Scale

On 1. 1917 to December 31, 1917

Hourly Rate	Number of Employees
1.00	100
1.10	100
1.20	100
1.30	100
1.40	100
1.50	100
1.60	100
1.70	100
1.80	100
1.90	100
2.00	100
2.10	100
2.20	100
2.30	100
2.40	100
2.50	100
2.60	100
2.70	100
2.80	100
2.90	100
3.00	100

Hourly Rate

Hourly Rate	Number of Employees
1.00	100
1.10	100
1.20	100
1.30	100
1.40	100
1.50	100
1.60	100
1.70	100
1.80	100
1.90	100
2.00	100
2.10	100
2.20	100
2.30	100
2.40	100
2.50	100
2.60	100
2.70	100
2.80	100
2.90	100
3.00	100

Couplers	8	4.63
Night Watchmen	12	4.86
Drivers	8	5.00
Switchmen	8	5.00
Tipple Firemen	8	4.86
Flat Trimmers	8	4.36
Dumpers	8	4.36
Other Labor in Pit	8	5.00

The above increase was the result of a long drawn out conference held in Washington in the Fall of 1917 and covered the four competitive states, and was expected to remain in force until the termination of the war or March 31, 1920, whichever was the latest; but on December 16, 1919, after a strike from November 1, 1919 to December 10, 1919, because of the mine workers' contention of further advance in the cost of living, additional increases ranging from 70¢ to \$1.00 per day were granted, as per the following wage scale, viz:

#### Wage Scale

December 16, 1919 to March 31, 1920

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>\$ Hour Day</u>	<u>26 Day Month</u>
Shovel Engineers	\$ 8.035	\$ 208.90
Shovel Cranemen	6.885	178.98
Shovel Firemen	5.7325	149.05
Tipple Engineers	5.915	153.51

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	8	\$ 6.27
Shovel Oilers	8	5.70
Tripriders	8	5.70
Tracklayers	8	5.70
Coal Drillers	8	5.70





<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	8	\$ 6.50
Shovel Oilers	8	6.00
Trip riders	8	6.00
Tracklayers	8	6.00
Coal Drillers	8	6.00
Overburden Drillers (Power)	8	7.20
Dirt & Coal Shovelers	8	6.00
Ditchers	8	6.00
Groundmen around Shovels	8	6.00
Blacksmiths	8	6.42
Blacksmiths Helpers	8	6.00
Machinists	8	7.20
Pumpers	8	6.00
Sledgers	8	6.00
Shooters	8	6.15
Couplers	8	5.63
Nightwatchmen	12	5.86
Drivers	8	6.00
Switchmen	8	6.00
Tipple Firemen	8	5.86
Flat Trimmers	8	5.36
Dumpers	8	5.36
Other Labor in Pit	8	6.00

---

During the latter part of July, 1920, mine workers began to walk out at various mines until there was a general strike throughout the State of Indiana. The mine workers officials contended they were not in sympathy with the movement, but were powerless to prevent it. The strike was settled by granting a flat increase to all employees of \$1.50 per day. This increase was effective throughout the four competitive states and was to be in force until March 31, 1922, but lasted until March 31,





1927, although there was a 4½ months strike during the Spring and Summer of 1922, which was settled by applying the same wage scale, and then in 1924 the same wage scale was again agreed to and remained the same for a period of three years ending March 31, 1927. The following wage scale, therefore, was in effect until March 31, 1927, viz:

Wage Scale

August 16, 1920 to March 31, 1927

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>26 Day Month</u>
Shovel Engineers	\$ 9.55	\$ 248.25
Shovel Cranemen	8.54	222.00
Shovel Firemen	7.53	195.75
Tipple Engineers	7.78	202.31

  

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers	8	\$ 8.12
Shovel Oilers	8	7.50
Tripriders	8	7.50
Tracklayers	8	7.50
Coal Drillers	8	7.50
Overburden Drillers (Power)	8	8.70
Dirt & Coal Shovelers	8	7.50
Ditchers	8	7.50
Groundmen around Shovels	8	7.50
Blacksmiths	8	7.92
Blacksmiths Helpers	8	7.50
Machinists	8	8.70
Pumpers	8	7.50
Sledgers	8	7.50
Shooters	8	7.69
Couplers	8	7.13
Night Watchmen	12	7.36
Drivers	8	7.50
Switchmen	8	7.50



*[Faint, illegible text from bleed-through]*

[illegible]

Tipple Firemen	8	7.36
Flat Trimmers	8	6.86
Dumpers	8	6.86
Other Labor in Pit	8	7.50

During April of 1927, the Joint Scale Committee of District 11 of the mine workers and operators met and finally agreed on the Jacksonville Scale of Wages for a period of two years ending March 31, 1929, providing that the shaft mine workers and operators made a similar agreement for that period, and if such a contract was not made between the shaft mine workers and operators for that period the Jacksonville Scale was to run concurrently with the contract made between the shaft mine workers and operators; but if no agreement was made between the shaft mine workers and operators the strip contract containing the Jacksonville Scale would expire March 31, 1928. The Jacksonville Scale was as follows:

#### WAGE SCALE

April 1, 1927 to October 31, 1928

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>26 Day Month</u>
Shovel Engineers	\$ 9.55	\$ 248.25
Shovel Cranemen	8.54	222.00
Shovel Firemen	7.53	195.75
Tipple Engineers	7.78	202.31
<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	8	\$ 8.12
Shovel Oilers	8	7.50
Tripdrivers	8	7.50
Tracklayers	8	7.50
Coal Drillers	8	7.50
Overburden Drillers (Power)	8	8.70
Dirt & Coal Shovelers	8	7.50



April of 1937, the Joint State Committee of the mine workers and operators met at the Tennessee Hotel in Nashville, Tennessee. The purpose of the meeting was to discuss the proposed new contract for the year ending March 31, 1938. The mine workers and operators had previously agreed on the terms of the contract for the year ending March 31, 1937. The new contract was to be for the year ending March 31, 1938. The mine workers and operators had previously agreed on the terms of the contract for the year ending March 31, 1937. The new contract was to be for the year ending March 31, 1938.

11100 244

1871

DATE	DESCRIPTION	AMOUNT	CHECK NO.	BANK
11.1.11	...	...	...	...
11.2.11	...	...	...	...
11.3.11	...	...	...	...
11.4.11	...	...	...	...
11.5.11	...	...	...	...
11.6.11	...	...	...	...
11.7.11	...	...	...	...
11.8.11	...	...	...	...
11.9.11	...	...	...	...
11.10.11	...	...	...	...
11.11.11	...	...	...	...
11.12.11	...	...	...	...
12.1.12	...	...	...	...
12.2.12	...	...	...	...
12.3.12	...	...	...	...
12.4.12	...	...	...	...
12.5.12	...	...	...	...
12.6.12	...	...	...	...
12.7.12	...	...	...	...
12.8.12	...	...	...	...
12.9.12	...	...	...	...
12.10.12	...	...	...	...
12.11.12	...	...	...	...
12.12.12	...	...	...	...

Ditchers	8	7.50
Groundmen around Shovels	8	7.50
Blacksmiths	8	7.92
Blacksmiths Helpers	8	7.50
Machinists	8	8.70
Pumpers	8	7.50
Sledgers	8	7.50
Shooters	8	7.69
Couplers	8	7.13
Night Watchmen	12	7.36
Drivers	8	7.50
Switchmen	8	7.50
Tipple Firemen	8	7.36
Flat Trimmers	8	6.86
Dumpers	8	6.86
Boiler Makers	8	7.92
Welders	8	8.70
Other labor in Pit	8	7.50

At the time the above Scale of Wages was negotiated, the shaft mine workers were on strike. They reached an agreement on October 7, 1927, after a seven months strike. The agreement was on the basis of the Jacksonville Scale of Wages which expired March 31, 1928, and consequently the strip mine contract, according to agreement, expired also on that date; but the strip mine workers and operators had met on March 28, 1928 and renewed the same contract for another year, subject however, to any increase or decrease made in the shaft mine contract. The shaft operators refused to meet their mine workers, and although many of mines continued to work at the former scale, there was no contract written until the fall of 1928, when the shaft mine workers agreed to a decrease of \$1.40 per day, and consequently the strip mine workers, according to the





automatic increase or decrease clause, also agreed to the same, and on November 1, 1928, the following wage scale became effective, viz:

WAGE SCALE

November 1, 1928 to March 31, 1930

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>26 Day Month</u>
Shovel Engineers	\$ 8.15	\$ 211.85
Shovel Cranemen	7.14	185.60
Shovel Firemen	6.13	159.35
Tipple Engineers	6.53	169.81
<u>Day Men</u>	<u>Hours</u>	<u>Rates</u>
Locomotive Engineers & Motormen	8	\$ 6.85
Shovel Oilers	8	6.10
Tripriders	8	6.10
Tracklayers	8	6.10
Coal Drillers	8	6.10
Overburden Drillers (Power)	8	7.30
Dirt and Coal Shovelers	8	6.10
Ditchers	8	6.10
Groundmen Around Shovels	8	6.10
Blacksmiths	8	6.67
Blacksmiths Helpers	8	6.25
Machinists	8	7.45
Pumpers	8	6.10
Sledgers	8	6.10
Shooters	8	6.29
Couplers	8	5.88
Night Watchmen	12	6.11
Drivers	8	6.10
Switchmen	8	6.10
Tipple Firemen	8	6.11
Flat Trimmers	8	5.61



of the ... ..  
... ..  
... ..

... ..  
... ..  
... ..

... ..  
... ..

... ..  
... ..  
... ..  
... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

... ..

Dumpers	8	5.61
Boiler Makers	8	6.67
Welders	8	7.30
Other Labor in Pit	8	6.10

The above scale was to have expired on March 31, 1930, but the shaft mines not yet having made a contract, the mines continued to work after April 1, 1930, pending a settlement. After meetings from April 2, to April 11, the strip mine workers and operators agreed to the same scale for another two years with the automatic increase or decrease with the shaft mine clause embodied therein, and containing new classifications for Channel Machine Operators and Helpers and Chief Electricians and rates therefor. The entire new wage scale was as follows:

#### WAGE SCALE

April 1, 1930 to September 10, 1932

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>26 Day Month</u>
Shovel Engineers	\$ 8.15	\$ 211.85
Shovel Cranemen	7.14	185.60
Shovel Firemen	6.13	159.35
Tipple Engineers	6.53	169.81

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	8	\$ 6.85
Shovel Oilers	8	6.10
Tripriders	8	6.10
Tracklayers	8	6.10
Coal Drillers	8	6.10
Overburden Drillers (Power)	8	7.30
Dirt & Coal Shovelers	8	6.10
Ditchers	8	6.10





Groundmen around Shovels	8	6.10
Blacksmiths	8	6.67
Blacksmiths Helpers	8	6.25
Machinists	8	7.45
Pumpers	8	6.10
Sledgers	8	6.10
Shooters	8	6.29
Couplers	8	5.88
Night Watchmen	12	6.11
Drivers	8	6.10
Switchmen	8	6.10
Tipple Firemen	8	6.11
Flat Trimmers	8	5.61
Dumpers	8	5.61
Boiler Makers	8	6.67
Welders	8	7.30
Channel Machine Oprs. & Hlprs.	8	7.45
Electricians	8	7.45
Other Labor in Pit	8	6.10

The above scale was to have expired on March 31, 1932, but on March 26, 1932, the same contract was renewed, again subject to the shaft contract as to increases or decreases, but in September 1932 the shaft mine workers and operators agreed to a contract to expire March 31, 1935, carrying a reduction of 25% and consequently the strip mine wage scale was revised as follows:

#### WAGE SCALE

September 10, 1932 to October 1, 1933

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>26 Day Month</u>
Shovel Engineers	\$ 6.115	\$ 158.89
Shovel Cranemen	5.354	139.20
Shovel Firemen	4.60	119.51
Tipple Engineers	4.90	127.36





<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	8	\$ 5.14
Shovel Oilers	8	4.58
Truck Drivers (Coal)	8	5.14
Truck Drivers (Other than coal)	8	4.58
Tripriders	8	4.69
Tracklayers	8	4.58
Coal Drillers	8	4.58
Overburden Drillers (Power)	8	5.43
Dirt and Coal Shovelers	8	4.58
Ditchers	8	4.58
Groundmen around Shovels	8	4.58
Blacksmiths	8	5.00
Blacksmiths Helpers	8	4.69
Machinists	8	5.59
Pumpers	8	4.58
Sledgers	8	4.58
Shooters	8	4.72
Couplers	8	4.41
Night Watchmen	12	4.58
Drivers	8	4.58
Switchmen	8	4.58
Tipple Firemen	8	4.58
Flat Trimmers	8	4.21
Dumpers	8	4.21
Boiler Makers	8	5.00
Welders	8	5.43
Channel Machine Oprs. & Hlprs.	8	5.59
Electricians	8	5.59
Other Labor in Pit	8	4.58

On September 18, 1933, President Roosevelt approved the Code of Fair Competition, effective October 1, 1933, which reduced the week to a 5-day basis with a maximum of 40 hours per week, without reducing the rates, thus changing the wage scale as follows:



1900-1901

1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 26

... ..

October 16, 1957

[illegible]

1900

... ..

*[Faint, illegible handwritten text]*

...the ...

WAGE SCALE

October 1, 1933 to January 1, 1934

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>22 Day Month</u>
Shovel Engineers	\$ 7.22	\$ 158.89
Shovel Cranemen	6.33	139.20
Shovel Firemen	5.44	119.51
Tipple Engineers	5.79	127.36
<u>Day Men (10-1-33/4-19-34)</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	8	\$ 5.14
Shovel Oilers	8	4.58
Truck Drivers (Coal)	8	5.14
Truck Drivers (Other than Coal)	8	4.58
Trip riders	8	4.69
Tracklayers	8	4.58
Coal Drillers	8	4.58
Overburden Drillers (Power)	8	5.48
Dirt Men & Coal Shovelers	8	4.58
Ditchers	8	4.58
Groundmen around Shovels	8	4.58
Blacksmiths	8	5.00
Blacksmiths Helpers	8	4.69
Machinists	8	5.59
Pumpers	8	4.58
Sledgers	8	4.58
Shooters	8	4.72
Couplers	8	4.41
Night Watchmen	8	4.58
Drivers	8	4.58
Switchmen	8	4.58
Tipple Firemen	8	4.58
Flat Trimmers	8	4.21
Dumpers	8	4.21
Boiler Makers	8	5.00
Welders	8	5.48
Channel Machine Oprs. & Hlprs.	8	5.59
Electricians	8	5.59
Other Labor in Pit	8	4.58



10

On January 15, 1934 the operators agreed with the mine workers that the differential between the shovel men and other employees had been narrowed through a series of increases and decreases, and the monthly men's rates were increased as follows; and made retroactive to January 1, 1934, viz:

WAGE SCALE

January 1, 1934 to April 19, 1934

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>22 Day Month</u>
Shovel Engineers	\$ 7.83	\$ 172.20
Shovel Cranemen	6.64	146.00
Shovel Firemen	5.44	119.70
Tipple Engineers	5.79	127.36

Note: The day men's wage scale for this period was the same as the old scale, see note on former wage scale.

On April 19, 1934, the Code of Fair Competition was amended to a 35-hour week. The day rate was not changed, thus making the same wage scale for day men for 7 hours that was formerly paid for 8 hours. The monthly shovel men's rate was changed to make time and one-half for the 8th hour, an agreement having been made that the monthly men would be permitted to work 8 hours per day. The shovel oilers were also made monthly men. The new wage scale was as follows:

WAGE SCALE

April 19, 1934 to March 31, 1935

<u>Monthly Men</u> <u>Classification</u>	<u>Rates</u>	
	<u>8 Hour Day</u>	<u>22 Day Month</u>
Shovel Engineers	\$ 8.37	\$ 184.09



January 15, 1934 the operations agreed with the  
that the difference between the amount  
that employees had been paid was \$1,000.00  
the amount and the amount, and the monthly  
of the amount as follows: and the difference  
of \$1,000.00

TABLE 1

January 1, 1934 to April 1, 1934

TABLE 2  
January 1, 1934 to April 1, 1934

100.00	100.00
100.00	100.00
100.00	100.00
100.00	100.00
100.00	100.00

and the difference between the amount  
of the amount as follows: and the difference  
of \$1,000.00

January 1, 1934 the operations agreed with the  
that the difference between the amount  
that employees had been paid was \$1,000.00  
the amount and the amount, and the monthly  
of the amount as follows: and the difference  
of \$1,000.00

TABLE 3

January 1, 1934 to April 1, 1934

TABLE 4  
January 1, 1934 to April 1, 1934

100.00	100.00
--------	--------

Shovel Cranemen	7.33	161.26
Shovel Firemen	6.295	138.48
Shovel Oilers	5.555	122.21
Tipple Engineers (7 Hours)	5.79	127.36

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	7	\$5.14
Truck Drivers (Coal)	7	5.14
Truck Drivers (Other than Coal)	7	4.58
Tripriders	7	4.69
Tracklayers	7	4.58
Coal Drillers	7	4.58
Overburden Drillers (Power)	7	5.48
Dirt Men & Coal Shovelers	7	4.58
Ditchers	7	4.58
Groundmen around Shovels	7	4.58
Blacksmiths	7	5.00
Blacksmiths Helpers	7	4.69
Machinists	7	5.59
Pumpers	7	4.58
Sledgers	7	4.58
Shooters	7	4.72
Couplers	7	4.41
Night Watchmen	7	4.58
Drivers	7	4.58
Switchmen	7	4.58
Tipple Firemen	7	4.58
Flat Trimmers	7	4.21
Dumpers	7	4.21
Boiler Makers	7	5.00
Welders	7	5.48
Channel Machine Oprs. & Hlprs.	7	5.59
Electricians	7	5.59
Other Labor in Pit	7	4.58

---

On April 1, 1935 the wage scale was changed to conform to the increases granted in the Appalachian



1000

almond butter

234

1914

1911

Field allowing a 70¢ increase to men at strip mines engaged in production and 50¢ to all others. Because of the inability to determine whether or not drillers and shooters were engaged in production, their rates were compromised on and an increase of 60¢ was given them. The monthly shovel men were given 85¢ additional per day or 70¢ for the first 7 hours and 15¢ (time and one-half) for the 8th hour. The revised wage scale was as follows:

WAGE SCALE

April 1, 1935 to March 31, 1937

<u>Monthly Men</u> <u>Classification</u>	<u>Hours</u>	<u>Rates</u>	
		<u>Day</u>	<u>22 Day Month</u>
Shovel Engineers	8	\$9.22	\$202.84
Shovel Cranemen	8	8.18	179.96
Shovel Firemen	8	7.14	157.08
Shovel Oilers	8	6.41	141.02
Tipple Engineers	7	6.29	138.36

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	7	\$ 5.64
Truck Drivers (Coal)	7	5.64
Truck Drivers (Other than Coal)	7	5.08
Trip riders	7	5.19
Tracklayers	7	5.08
Coal Drillers	7	5.18
Overburden Drillers (Power)	7	6.08
Dirt Men & Coal Shovelers	7	5.08
Ditchers	7	5.08
Groundmen around Shovels	7	5.28
Blacksmiths	7	5.50
Blacksmiths Helpers	7	5.19
Machinists	7	6.09
Pumpers	7	5.08
Sledgers	7	5.08



during a 70% increase in cost at this time  
 in production and for all other products  
 ability to determine whether or not  
 rate were entered in production their rates  
 remained on and an increase of 40% was given  
 to monthly shovel men were given 25% addition  
 y or 70% for the first 7 hours and 15% (also  
 10%) for the 8th hour. The revised wage scale

WAGE SCALE  
 1914

Hour	Rate	Notes
1	1.00	
2	1.00	
3	1.00	
4	1.00	
5	1.00	
6	1.00	
7	1.00	
8	1.00	
9	1.00	
10	1.00	
11	1.00	
12	1.00	

Hour	Rate	Notes
1	1.00	
2	1.00	
3	1.00	
4	1.00	
5	1.00	
6	1.00	
7	1.00	
8	1.00	
9	1.00	
10	1.00	
11	1.00	
12	1.00	

Shooters	7	5.32
Couplers	7	4.91
Night Watchmen	7	5.08
Drivers	7	5.08
Switchmen	7	5.08
Tipple Control Men	7	5.08
Tipple Firemen	7	5.08
Flat Trimmers	7	4.71
Dumpers	7	4.71
Boiler Makers	7	5.50
Welders	7	5.98
Channel Machine Oprs. & Hlprs.	7	6.19
Electricians	7	6.09
Other Labor in Pit	7	5.08

On April 1, 1937, the wage scale agreed to in the Appalachian Field, establishing increases of 50¢ and 70¢, were again applied in District 11 the same as two years ago, and mines continued at work pending the writing of the conditions in the contract. The wage scale agreed to by the strip operators was as follows:

WAGE SCALE  
April 1, 1937 to November 1, 1937

<u>Monthly Men</u> <u>Classification</u>	<u>Hours</u>	<u>Rates</u>	
		<u>Day</u>	<u>22 Day Month</u>
Shovel Engineers	8	\$10.07	\$ 221.54
Shovel Cranemen	8	9.03	198.66
Shovel Firemen	8	7.99	175.78
Shovel Oilers	8	7.26	159.72
Tipple Engineers	7	6.79	149.36





<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	7	\$ 6.14
Truck Drivers (Coal)	7	6.14
Truck Drivers (Other than Coal)	7	5.58
Tripriders	7	5.69
Tracklayers	7	5.58
Coal Drillers	7	5.78
Overburden Drillers (Power)	7	6.68
Dirt Men & Coal Shovelers	7	5.58
Ditchers	7	5.58
Groundmen around Shovels	7	5.98
Blacksmiths	7	6.00
Blacksmiths Helpers	7	5.69
Machinists	7	6.59
Pumpers	7	5.58
Sledgers	7	5.58
Shooters	7	5.92
Couplers,	7	5.41
Night Watchmen	7	5.58
Drivers	7	5.58
Switchmen	7	5.58
Tipple Control Men	7	5.58
Tipple Firemen	7	5.58
Flat Trimmers	7	5.21
Dumpers	7	5.21
Boiler Makers	7	6.00
Welders (Elec. & Acet.)	7	6.48
Channel Machine Oprs. & Hlprs.	7	6.79
Electricians	7	6.59
Other Labor in Pit	7	5.58

---

A Joint Scale Conference was convened June 1, 1937, for the purpose of writing a contract to replace the one which expired on March 31, 1937. The mine workers insisted on a basic wage of \$6.00 per day. The operators would not concede to this





demand and on June 8th the conference adjourned temporarily to allow the mine workers to meet the shaft operators. The conference resumed on October 18th, and on November 10th, 1937, the President of the United Mine Workers of District 11 notified the strip operators that a strike order would be sent out, effective Sunday, midnight, November 14th, 1937. On Thursday, November 11th, 1937, the following wage scale was agreed to, viz:

WAGE SCALE

November 1, 1937 to May 4, 1939

<u>Monthly Men</u>		<u>Rates</u>	
<u>Classification</u>	<u>Hours</u>	<u>Day</u>	<u>22 Day Month</u>
Shovel Engineers	8	\$10.07	\$ 221.54
Shovel Cranemen	8	9.03	198.66
Shovel Firemen	8	7.99	175.78
Shovel Oilers	8	7.26	159.72
Tipple Engineers	7	6.79	149.36

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	7	\$6.14
Truck Drivers (Coal)	7	6.14
Truck Drivers (Other than Coal)	7	6.00
Tripdrivers	7	6.00
Tracklayers	7	6.00
Coal Drillers	7	6.00
Overburden Drillers (Power)	7	6.68
Overburden Drillers Helpers	7	6.00
Dirt Men & Coal Shovelers	7	6.00
Ditchers	7	6.00
Groundmen around Shovels	7	6.00
Blacksmiths	7	6.42
Blacksmiths Helpers	7	6.11
Machinists	7	6.59



PAGE 30

RECEIVED JAN 10 1935

*[The page contains faint, illegible markings and bleed-through from the reverse side.]*

Pumpers	7	6.00
Sledgers	7	6.00
Shooters	7	6.00
Couplers	7	6.00
Night Watchmen	7	6.00
Drivers	7	6.00
Switchmen	7	6.00
Tipple Firemen	7	6.00
Flat Trimmers	7	6.00
Dumpers	7	6.00
Boiler Makers	7	6.00
Electric & Acetylene Welders	7	6.48
Channel Machine Oprs. & Hlprs.	7	6.79
Electricians	7	6.59
Tractor Drivers	7	6.00
Head Mechanic on Truck Repairs	7	6.59
Helper to Head Mechanic on "	7	6.00
Other work in Pit	7	6.00

---

Prior to the expiration date (March 31, 1939) of the 1937-38-39 contract, the mine workers and operators signed a tentative agreement to continue the mines in operation after March 31, 1939, pending negotiations of a basic wage agreement by the Joint Appalachian Conference. This tentative agreement contained a 15-day cancellation provision and on April 20, 1939 the Unite Mine Workers served the operators with a 15-day notice and on May 4, 1939, at midnight, the mines all ceased operation. On May 12, 1939, it was agreed that the contract expiring on March 31, 1939, would be extended for another two year period, or until March 31, 1941, in all of its terms, schedules and conditions, with the addition of two sentences in its enabling clause, reading:

"It is agreed that the United Mine Workers of America is recognized herein as the exclusive bargaining agency, representing the



Hand Mechanic on  
Auto or Truck Repairs  
Experienced in  
all kinds of  
Automotive Work  
and Light  
Household  
Repairs

1. The Committee has received information that the National Labor Relations Board (NLRB) has issued a decision in the case of the International Brotherhood of Teamsters, Local 100, which is favorable to the union. The NLRB has ruled that the union's representation of its members is lawful and that the union's activities are within the scope of its authorized duties. This decision is significant because it clarifies the NLRB's position on the union's activities and provides a basis for the union's continued representation of its members.

the employees of the parties of the first part.

"It is agreed that as a condition of employment (this was agreed to be as a condition subsequent) all employees shall be members of the United Mine Workers of America, except those exempted classifications of employment as provided in this contract."

The following is the wage scale agreed to (unchanged) for the two-year period, to end March 31, 1941.

WAGE SCALE

May 5, 1939 to March 31, 1941

<u>Monthly Men</u> <u>Classification</u>	<u>Hours</u>	<u>Rates</u> <u>Day</u>	<u>22 Day Month</u>
Shovel Engineers	8	\$ 10.07	\$ 221.54
Shovel Cranemen	8	9.03	198.66
Shovel Firemen	8	7.99	175.78
Shovel Oiler	8	7.26	159.72
Tipple Engineers	7	6.79	149.36

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	7	\$6.14
Truck Drivers (Coal)	7	6.14
Other Truck Drivers	7	6.00
Tripriders	7	6.00
Track Layers	7	6.00
Coal Drillers	7	6.00
Overburden Drillers (Power)	7	6.68
Overburden Drillers Helpers	7	6.00
Dirt Men & Coal Shovelers	7	6.00
Ditchers	7	6.00
Groundmen around Shovels	7	6.00
Blacksmiths	7	6.42
Blacksmiths Helpers	7	6.11



employees of the parties of the first  
 It is agreed that as a condition of employment (this was agreed to be a condition of employment) all employees shall be employed of the United Mine Workers of America. The first three exempted classifications of employees as provided in the contract. Following is the wage scale agreed to (working):

WAGE SCALE  
 May 2, 1933  
 1931-1932  
 1932-1933

CLASSIFICATION	WAGE	CLASSIFICATION	WAGE
1. MINER	\$10.00	1. MINER	\$10.00
2. MINER	\$9.00	2. MINER	\$9.00
3. MINER	\$8.00	3. MINER	\$8.00
4. MINER	\$7.00	4. MINER	\$7.00
5. MINER	\$6.00	5. MINER	\$6.00
6. MINER	\$5.00	6. MINER	\$5.00
7. MINER	\$4.00	7. MINER	\$4.00
8. MINER	\$3.00	8. MINER	\$3.00
9. MINER	\$2.00	9. MINER	\$2.00
10. MINER	\$1.00	10. MINER	\$1.00
11. MINER	\$0.50	11. MINER	\$0.50
12. MINER	\$0.25	12. MINER	\$0.25
13. MINER	\$0.10	13. MINER	\$0.10
14. MINER	\$0.05	14. MINER	\$0.05
15. MINER	\$0.02	15. MINER	\$0.02
16. MINER	\$0.01	16. MINER	\$0.01
17. MINER	\$0.00	17. MINER	\$0.00
18. MINER	\$0.00	18. MINER	\$0.00
19. MINER	\$0.00	19. MINER	\$0.00
20. MINER	\$0.00	20. MINER	\$0.00
21. MINER	\$0.00	21. MINER	\$0.00
22. MINER	\$0.00	22. MINER	\$0.00
23. MINER	\$0.00	23. MINER	\$0.00
24. MINER	\$0.00	24. MINER	\$0.00
25. MINER	\$0.00	25. MINER	\$0.00
26. MINER	\$0.00	26. MINER	\$0.00
27. MINER	\$0.00	27. MINER	\$0.00
28. MINER	\$0.00	28. MINER	\$0.00
29. MINER	\$0.00	29. MINER	\$0.00
30. MINER	\$0.00	30. MINER	\$0.00
31. MINER	\$0.00	31. MINER	\$0.00
32. MINER	\$0.00	32. MINER	\$0.00
33. MINER	\$0.00	33. MINER	\$0.00
34. MINER	\$0.00	34. MINER	\$0.00
35. MINER	\$0.00	35. MINER	\$0.00
36. MINER	\$0.00	36. MINER	\$0.00
37. MINER	\$0.00	37. MINER	\$0.00
38. MINER	\$0.00	38. MINER	\$0.00
39. MINER	\$0.00	39. MINER	\$0.00
40. MINER	\$0.00	40. MINER	\$0.00
41. MINER	\$0.00	41. MINER	\$0.00
42. MINER	\$0.00	42. MINER	\$0.00
43. MINER	\$0.00	43. MINER	\$0.00
44. MINER	\$0.00	44. MINER	\$0.00
45. MINER	\$0.00	45. MINER	\$0.00
46. MINER	\$0.00	46. MINER	\$0.00
47. MINER	\$0.00	47. MINER	\$0.00
48. MINER	\$0.00	48. MINER	\$0.00
49. MINER	\$0.00	49. MINER	\$0.00
50. MINER	\$0.00	50. MINER	\$0.00
51. MINER	\$0.00	51. MINER	\$0.00
52. MINER	\$0.00	52. MINER	\$0.00
53. MINER	\$0.00	53. MINER	\$0.00
54. MINER	\$0.00	54. MINER	\$0.00
55. MINER	\$0.00	55. MINER	\$0.00
56. MINER	\$0.00	56. MINER	\$0.00
57. MINER	\$0.00	57. MINER	\$0.00
58. MINER	\$0.00	58. MINER	\$0.00
59. MINER	\$0.00	59. MINER	\$0.00
60. MINER	\$0.00	60. MINER	\$0.00
61. MINER	\$0.00	61. MINER	\$0.00
62. MINER	\$0.00	62. MINER	\$0.00
63. MINER	\$0.00	63. MINER	\$0.00
64. MINER	\$0.00	64. MINER	\$0.00
65. MINER	\$0.00	65. MINER	\$0.00
66. MINER	\$0.00	66. MINER	\$0.00
67. MINER	\$0.00	67. MINER	\$0.00
68. MINER	\$0.00	68. MINER	\$0.00
69. MINER	\$0.00	69. MINER	\$0.00
70. MINER	\$0.00	70. MINER	\$0.00
71. MINER	\$0.00	71. MINER	\$0.00
72. MINER	\$0.00	72. MINER	\$0.00
73. MINER	\$0.00	73. MINER	\$0.00
74. MINER	\$0.00	74. MINER	\$0.00
75. MINER	\$0.00	75. MINER	\$0.00
76. MINER	\$0.00	76. MINER	\$0.00
77. MINER	\$0.00	77. MINER	\$0.00
78. MINER	\$0.00	78. MINER	\$0.00
79. MINER	\$0.00	79. MINER	\$0.00
80. MINER	\$0.00	80. MINER	\$0.00
81. MINER	\$0.00	81. MINER	\$0.00
82. MINER	\$0.00	82. MINER	\$0.00
83. MINER	\$0.00	83. MINER	\$0.00
84. MINER	\$0.00	84. MINER	\$0.00
85. MINER	\$0.00	85. MINER	\$0.00
86. MINER	\$0.00	86. MINER	\$0.00
87. MINER	\$0.00	87. MINER	\$0.00
88. MINER	\$0.00	88. MINER	\$0.00
89. MINER	\$0.00	89. MINER	\$0.00
90. MINER	\$0.00	90. MINER	\$0.00
91. MINER	\$0.00	91. MINER	\$0.00
92. MINER	\$0.00	92. MINER	\$0.00
93. MINER	\$0.00	93. MINER	\$0.00
94. MINER	\$0.00	94. MINER	\$0.00
95. MINER	\$0.00	95. MINER	\$0.00
96. MINER	\$0.00	96. MINER	\$0.00
97. MINER	\$0.00	97. MINER	\$0.00
98. MINER	\$0.00	98. MINER	\$0.00
99. MINER	\$0.00	99. MINER	\$0.00
100. MINER	\$0.00	100. MINER	\$0.00

Machinists	7	6.59
Pumpers	7	6.00
Sledgers	7	6.00
Shooters	7	6.00
Couplers	7	6.00
Night Watchmen	7	6.00
Drivers	7	6.00
Switchmen	7	6.00
Tipple Firemen	7	6.00
Flat Trimmers	7	6.00
Dumpers	7	6.00
Boiler Makers	7	6.00
Elec. & Acetylene Welders	7	6.48
Channel Machine Oprs. & Hlprs.	7	6.79
Electricians	7	6.59
Tractor Drivers	7	6.00
Head Mechanic on Truck Repairs	7	6.59
Head Mechanic Helpers on Truck Rprs.	7	6.00
Other Work in Pit	7	6.00

---

On March 18, 1941, the International Policy Committee of the United Mine Workers of America adopted the following resolution:

"All bituminous districts outlying the Appalachian Contractual area are authorized to continue work after April 1, 1941, pending negotiations in the Appalachian Joint Conference. District Officers are authorized to negotiate with their respective operators such agreements, provided the operators agree to recognize existing contracts, in all their terms and conditions, and agree further that any increase in wages or improvements in hours or conditions will



[illegible]

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61  
62  
63  
64  
65  
66  
67  
68  
69  
70  
71  
72  
73  
74  
75  
76  
77  
78  
79  
80  
81  
82  
83  
84  
85  
86  
87  
88  
89  
90  
91  
92  
93  
94  
95  
96  
97  
98  
99  
100  
101  
102  
103  
104  
105  
106  
107  
108  
109  
110  
111  
112  
113  
114  
115  
116  
117  
118  
119  
120  
121  
122  
123  
124  
125  
126  
127  
128  
129  
130  
131  
132  
133  
134  
135  
136  
137  
138  
139  
140  
141  
142  
143  
144  
145  
146  
147  
148  
149  
150  
151  
152  
153  
154  
155  
156  
157  
158  
159  
160  
161  
162  
163  
164  
165  
166  
167  
168  
169  
170  
171  
172  
173  
174  
175  
176  
177  
178  
179  
180  
181  
182  
183  
184  
185  
186  
187  
188  
189  
190  
191  
192  
193  
194  
195  
196  
197  
198  
199  
200  
201  
202  
203  
204  
205  
206  
207  
208  
209  
210  
211  
212  
213  
214  
215  
216  
217  
218  
219  
220  
221  
222  
223  
224  
225  
226  
227  
228  
229  
230  
231  
232  
233  
234  
235  
236  
237  
238  
239  
240  
241  
242  
243  
244  
245  
246  
247  
248  
249  
250  
251  
252  
253  
254  
255  
256  
257  
258  
259  
260  
261  
262  
263  
264  
265  
266  
267  
268  
269  
270  
271  
272  
273  
274  
275  
276  
277  
278  
279  
280  
281  
282  
283  
284  
285  
286  
287  
288  
289  
290  
291  
292  
293  
294  
295  
296  
297  
298  
299  
300  
301  
302  
303  
304  
305  
306  
307  
308  
309  
310  
311  
312  
313  
314  
315  
316  
317  
318  
319  
320  
321  
322  
323  
324  
325  
326  
327  
328  
329  
330  
331  
332  
333  
334  
335  
336  
337  
338  
339  
340  
341  
342  
343  
344  
345  
346  
347  
348  
349  
350  
351  
352  
353  
354  
355  
356  
357  
358  
359  
360  
361  
362  
363  
364  
365  
366  
367  
368  
369  
370  
371  
372  
373  
374  
375  
376  
377  
378  
379  
380  
381  
382  
383  
384  
385  
386  
387  
388  
389  
390  
391  
392  
393  
394  
395  
396  
397  
398  
399  
400  
401  
402  
403  
404  
405  
406  
407  
408  
409  
410  
411  
412  
413  
414  
415  
416  
417  
418  
419  
420  
421  
422  
423  
424  
425  
426  
427  
428  
429  
430  
431  
432  
433  
434  
435  
436  
437  
438  
439  
440  
441  
442  
443  
444  
445  
446  
447  
448  
449  
450  
451  
452  
453  
454  
455  
456  
457  
458  
459  
460  
461  
462  
463  
464  
465  
466  
467  
468  
469  
470  
471  
472  
473  
474  
475  
476  
477  
478  
479  
480  
481  
482  
483  
484  
485  
486  
487  
488  
489  
490  
491  
492  
493  
494  
495  
496  
497  
498  
499  
500  
501  
502  
503  
504  
505  
506  
507  
508  
509  
510  
511  
512  
513  
514  
515  
516  
517  
518  
519  
520  
521  
522  
523  
524  
525  
526  
527  
528  
529  
530  
531  
532  
533  
534  
535  
536  
537  
538  
539  
540  
541  
542  
543  
544  
545  
546  
547  
548  
549  
550  
551  
552  
553  
554  
555  
556  
557  
558  
559  
560  
561  
562  
563  
564  
565  
566  
567  
568  
569  
570  
571  
572  
573  
574  
575  
576  
577  
578  
579  
580  
581  
582  
583  
584  
585  
586  
587  
588  
589  
590  
591  
592  
593  
594  
595  
596  
597  
598  
599  
600  
601  
602  
603  
604  
605  
606  
607  
608  
609  
610  
611  
612  
613  
614  
615  
616  
617  
618  
619  
620  
621  
622  
623  
624  
625  
626  
627  
628  
629  
630  
631  
632  
633  
634  
635  
636  
637  
638  
639  
640  
641  
642  
643  
644  
645  
646  
647  
648  
649  
650  
651  
652  
653  
654  
655  
656  
657  
658  
659  
660  
661  
662  
663  
664  
665  
666  
667  
668  
669  
670  
671  
672  
673  
674  
675  
676  
677  
678  
679  
680  
681  
682  
683  
684  
685  
686  
687  
688  
689  
690  
691  
692  
693  
694  
695  
696  
697  
698  
699  
700  
701  
702  
703  
704  
705  
706  
707  
708  
709  
710  
711  
712  
713  
714  
715  
716  
717  
718  
719  
720  
721  
722  
723  
724  
725  
726  
727  
728  
729  
730  
731  
732  
733  
734  
735  
736  
737  
738  
739  
740  
741  
742  
743  
744  
745  
746  
747  
748  
749  
750  
751  
752  
753  
754  
755  
756  
757  
758  
759  
760  
761  
762  
763  
764  
765  
766  
767  
768  
769  
770  
771  
772  
773  
774  
775  
776  
777  
778  
779  
780  
781  
782  
783  
784  
785  
786  
787  
788  
789  
790  
791  
792  
793  
794  
795  
796  
797  
798  
799  
800  
801  
802  
803  
804  
805  
806  
807  
808  
809  
810  
811  
812  
813  
814  
815  
816  
817  
818  
819  
820  
821  
822  
823  
824  
825  
826  
827  
828  
829  
830  
831  
832  
833  
834  
835  
836  
837  
838  
839  
840  
84

1948

1. The first step in the process of the investigation is the identification of the subject. This is done by the use of the subject's name, address, and other identifying information. The subject's name is the most important piece of information, as it is the only one that is unique to the individual. The address is also important, as it provides a means of contact with the subject. Other identifying information, such as the subject's date of birth, sex, and race, can also be used to identify the subject.

apply likewise in the outlying districts, retroactive to April 1, 1941.

"All such contracts shall contain a clause providing for cancellation by the United Mine Workers of America, upon seven day's formal notice."

On March 28, 1941, the Indiana Coal Producers Association refused to comply with the retroactive feature of the above resolution, and the mines ceased operations on March 31, 1941, at midnight. The mines were closed until April 29, 1941, and during the suspension the Appalachian Conference was having its difficulties; there was strife between the Northern Group and the Southern Group of operators, and finally they broke - the Southern Group withdrawing from the Conference; but on April 21, 1941, the Northern Group and the United Mine Workers of America made a temporary agreement, providing for a flat increase of \$1.00 per day, except that men on mechanized production equipment would receive an increase of \$1.40 per day, the day to consist of seven hours; provided, however, that the Southern Group signed on the same basis. The Southern Group would not sign, but on April 29, 1941, the outlying district officials of the United Mine Workers of America were authorized to sign with their operators temporarily, until final ratification of the Appalachian Agreement. The Southern Group signed a temporary contract on April 30, 1941 on the same basis. The Indiana Coal Producers Association and District No. 11, United Mine Workers of America signed a contract on May 1, 1941, which gave the day men an increase of \$1.00 per day and the mechanical men \$1.40 per day. This contract was for a period of two years, ending March 31, 1943, and made the scale as follows:



copy likewise in the original  
there, retrospective to April 1, 1941.

All such contracts shall contain  
clauses providing for cancellation  
the United Mine Workers of America,  
upon seven days' written notice.

March 28, 1941, the United Mine Workers  
is refused to comply with the retrospective  
the above mentioned, and the same is stated  
on March 31, 1941, retrospective to the date  
to April 1, 1941, and the same is stated  
Appalachian Conference of the United Mine  
there was strife between the United Mine  
their group of operators, and the United Mine  
Southern Group withstanding the fact that  
it on April 21, 1941, the United Mine Workers  
Mine Workers of America with the exception of  
residing for a time in the United Mine Workers  
that had no membership in the United Mine  
receive an income of \$100.00 per month  
1st of every month, and the same is stated  
a group of the United Mine Workers of America  
would not sign, and the same is stated  
strictly official on the part of the United Mine  
were suggested as a result of the same  
with their membership in the United Mine  
the Southern Group signed a contract with  
1941 on the same date. The United Mine  
association and the United Mine Workers  
met and signed a contract on April 1, 1941.  
in the United Mine Workers of America, and  
which was signed by the United Mine Workers  
and of the United Mine Workers of America,  
as is stated.

# WAGE SCALE

<u>Monthly Men</u> <u>Classification</u>	<u>Hours</u>	<u>Rates</u>	
		<u>Day</u>	<u>22 Day Month</u>
Shovel Engineers	8	\$11.77	\$258.94
Shovel Cranemen	8	10.73	236.06
Shovel Firemen	8	9.69	213.18
Shovel Oilers	8	8.96	197.12
Tipple Engineers	7	7.79	171.38

<u>Day Men</u>	<u>Hours</u>	<u>Rate</u>
Locomotive Engineers & Motormen	7	7.14
Truck Drivers (Coal)	7	7.14
Other Truck Drivers	7	7.00
Trip riders	7	7.00
Tracklayers	7	7.00
Coal Drillers	7	7.00
Overburden Drillers (Power)	7	7.68
Overburden Drillers Helpers	7	7.00
Dirt Men and Coal Shovelers	7	7.00
Ditchers	7	7.00
Groundmen around Shovels	7	7.00
Blacksmiths	7	7.42
Blacksmiths Helpers	7	7.11
Machinists	7	7.59
Pumpers	7	7.00
Sledgers	7	7.00
Shooters	7	7.00
Couplers	7	7.00
Night Watchmen	7	7.00
Drivers	7	7.00
Switchmen	7	7.00
Tipple Firemen	7	7.00
Flat Trimmers	7	7.00
Dumpers	7	7.00
Boiler Makers	7	7.00
Electric & Acetylene Welders	7	7.48
Channel Machine Operators	7	7.79
Electricians	7	7.59
Tractor Drivers	7	7.00
Head Mechanic on Truck Repairs	7	7.59
Head Mechanic Helper on Truck Rprs.	7	7.00
Other work in Pit	7	7.00



WASH. STATE

DATE	TIME	PLACE
11-17	10:15	1
11-17	10:15	2
11-17	10:15	3
11-17	10:15	4
11-17	10:15	5

DATE	TIME	PLACE
11-17	10:15	1
11-17	10:15	2
11-17	10:15	3
11-17	10:15	4
11-17	10:15	5
11-17	10:15	6
11-17	10:15	7
11-17	10:15	8
11-17	10:15	9
11-17	10:15	10
11-17	10:15	11
11-17	10:15	12
11-17	10:15	13
11-17	10:15	14
11-17	10:15	15
11-17	10:15	16
11-17	10:15	17
11-17	10:15	18
11-17	10:15	19
11-17	10:15	20
11-17	10:15	21
11-17	10:15	22
11-17	10:15	23
11-17	10:15	24
11-17	10:15	25
11-17	10:15	26
11-17	10:15	27
11-17	10:15	28
11-17	10:15	29
11-17	10:15	30
11-17	10:15	31
11-17	10:15	32
11-17	10:15	33
11-17	10:15	34
11-17	10:15	35
11-17	10:15	36
11-17	10:15	37
11-17	10:15	38
11-17	10:15	39
11-17	10:15	40
11-17	10:15	41
11-17	10:15	42
11-17	10:15	43
11-17	10:15	44
11-17	10:15	45
11-17	10:15	46
11-17	10:15	47
11-17	10:15	48
11-17	10:15	49
11-17	10:15	50
11-17	10:15	51
11-17	10:15	52
11-17	10:15	53
11-17	10:15	54
11-17	10:15	55
11-17	10:15	56
11-17	10:15	57
11-17	10:15	58
11-17	10:15	59
11-17	10:15	60
11-17	10:15	61
11-17	10:15	62
11-17	10:15	63
11-17	10:15	64
11-17	10:15	65
11-17	10:15	66
11-17	10:15	67
11-17	10:15	68
11-17	10:15	69
11-17	10:15	70
11-17	10:15	71
11-17	10:15	72
11-17	10:15	73
11-17	10:15	74
11-17	10:15	75
11-17	10:15	76
11-17	10:15	77
11-17	10:15	78
11-17	10:15	79
11-17	10:15	80
11-17	10:15	81
11-17	10:15	82
11-17	10:15	83
11-17	10:15	84
11-17	10:15	85
11-17	10:15	86
11-17	10:15	87
11-17	10:15	88
11-17	10:15	89
11-17	10:15	90
11-17	10:15	91
11-17	10:15	92
11-17	10:15	93
11-17	10:15	94
11-17	10:15	95
11-17	10:15	96
11-17	10:15	97
11-17	10:15	98
11-17	10:15	99
11-17	10:15	100

Engineers & Mechanics  
(Coal)  
Drivers

Engineers (Power)  
Engineers (Steam)  
Coal Shovelers  
Coal Shovelers  
Engineers

Engineers (Steam)  
Engineers (Power)

Engineers (Power)  
Engineers (Steam)

In addition to the increase in wage scale a vacation with pay was granted the United Mine Workers of America. The clause covering this reads as follows: "An annual vacation period shall be the rule of the industry. From Saturday, June 28, 1941 to Monday July 7, 1941, inclusive shall be a vacation period, during which coal production shall cease. Day men required to work during this period at coke plants and other necessary continuous operations or on emergency or repair work shall have vacations at other agreed periods." Employees whose records show they have worked less than one year for the coal company would not be entitled to vacation pay. All employees with records of more than one year would be entitled to \$20.00

Owing to the long delay caused by the shaft mine operators meeting with the United Mine Workers of America to ratify the new contract, the Indiana Coal Producers Association did not meet the miners until Oct. 1, 1941. The purpose of this meeting was to ratify the temporary contract by making it permanent up to March 31, 1943 and to discuss working conditions. At the meeting in October the miners presented twenty-seven demands, many of which far exceeded the agreement made by the Appalachian District in wages which was the yardstick by which our contract was to be made. We held meetings from time to time and it was finally necessary to have a representative of the National Union sit in the meetings to get an agreement which was finally reached on January 28, 1942, retroactive to January 1, 1942, adopting the increases as per the Appalachian Agreement plus further increases on account of changes in conditions and the adopting of new classifications of labor such as tipple control men, washery operators, LeTourneau operators and the Arbitration Clause. The following scale of wages supercedes the temporary scale on page 27:

<u>Monthly Men</u> <u>Classification</u>	<u>Hours</u>	<u>Rates</u>	
		<u>Day</u>	<u>22 Day Month</u>
Shovel Operators	8	\$11.77	\$258.94
Shovel Cranemen	8	10.73	236.06
Shovel Firemen	8	9.69	213.18
Shovel Oilers	8	8.96	197.12





Tipple Engineers	7	7.79	171.38
Groundmen around Shovel	8	8.50	171.38

<u>Day Men</u>		<u>Hours</u>	<u>Rate</u>
----------------	--	--------------	-------------

Haulage Engineers	7	\$7.56
Truck Drivers Hauling Coal	7	7.56
Other Truck Drivers	7	7.00
Trip riders	7	7.00
Tracklayers	7	7.00
Coal Drillers	7	7.20
Overburden Drillers	7	7.88
Overburden Drillers Helpers	7	7.00
Dirt Men & Coal Shovelers	7	7.00
Ditchers	7	7.00
Blacksmiths	7	8.00
Blacksmiths Helpers	7	7.42
Machinists	7	8.00
Pumpers	7	7.00
Sledgers	7	7.00
Shooters	7	7.20
Couplers	7	7.00
Night Watchmen	7	7.00
Drivers	7	7.00
Switchmen	7	7.00
Tipple Foremen	7	7.00
Flat Trimmers	7	7.00
Dumpers	7	7.00
Boiler Makers	7	7.75
Welders	7	7.75
Channel Machine Oprs. & Hlprs.	7	8.19
Electricians	7	7.75
Tractor Drivers	7	7.00
Head Truck Mechanic	7	8.00
Head Truck Mechanic Helper	7	7.00
(New) Preparation Plant Control Men	7	7.42
(New) Tipple Oiler	7	7.42
(New) Washer Operator	7	7.42
(New) Dryer Operator	7	7.42
(New) LeTourneau Operator	7	7.75
Other Pit Work not Mentioned	7	7.00





Jurisdictional Construction Men (under jurisdiction of the United Mine Workers of America) shall be paid at the rate of \$6.00 for 7 hours.

When shovel operators, dragline operators, oilers or groundmen are employed on Jurisdictional Construction Work, their rates are as follows:

JURISDICTIONAL CONSTRUCTION WORK

	<u>7 Hour Day</u>	<u>8 Hour Day</u>
Shovel Operators	\$ 8.30	\$ 10.08
Dragline Operator	8.30	10.08
Oiler	6.32	7.68
Groundmen	6.00	7.30

The above increases in wages for Channel Machine Operators shall be retroactive to April 1, 1941. All other increases hereby granted shall be retroactive to January 1, 1942.

The contract governing wages and conditions up to March 31, 1943 was complied with until the expiration date. The Northern and Southern Appalachian groups were meeting with the United Mine Workers of America in New York. They had not agreed upon a new contract at the expiration date of the 1943 contract. The Indiana Coal Producers Association and the United Mine Workers of America, District No. 11 met in the office of the Indiana Coal Producers Association March 30, 1943 for the purpose of arriving at an agreement whereby their mines would be kept in operation until a new contract was agreed to in the Appalachian District. The operators proposed to continue work under the present contract until such time that a permanent one would be agreed to. The United Mine Workers of America would not agree to this proposition and presented a copy of the temporary agreement which had been signed by the Indiana Coal Operators, the shaft mine organization. The meeting adjourned with-



International Commission for the Protection of the Rights of the Child  
The United Nations Children's Fund (UNICEF) is a leading agency of the United Nations system, dedicated to providing humanitarian and developmental aid to children in need.

UNICEF's work is based on the principle that every child has the right to a better future. The organization works to ensure that all children have access to basic services such as education, health care, and nutrition.

### INTERNATIONAL COMMISSION FOR THE PROTECTION OF THE RIGHTS OF THE CHILD

1. The Commission was established by the United Nations General Assembly in 1979.  
2. Its mandate is to monitor and promote the implementation of the Convention on the Rights of the Child.  
3. The Commission is composed of 18 members, including representatives of States and independent experts.

4. The Commission's work is carried out through its various bodies, including the Working Group on the Right to Life, Survival and Development.  
5. The Commission also maintains a database of information on the rights of the child, which is available to the public.

The Commission's work is based on the principle that every child has the right to a better future. The organization works to ensure that all children have access to basic services such as education, health care, and nutrition. The Commission's work is carried out through its various bodies, including the Working Group on the Right to Life, Survival and Development. The Commission also maintains a database of information on the rights of the child, which is available to the public. The Commission's work is based on the principle that every child has the right to a better future. The organization works to ensure that all children have access to basic services such as education, health care, and nutrition. The Commission's work is carried out through its various bodies, including the Working Group on the Right to Life, Survival and Development. The Commission also maintains a database of information on the rights of the child, which is available to the public.

out an agreement being signed. The following day Messrs. Hugh B. Lee and Michael Scollard were notified by the Executive Board of the Indiana Coal Producers Association to sign the temporary agreement submitted by the miners which in substance was as follows:

First, the miners continue to work with the understanding that any wage increases or change in the working conditions agreed to by the Appalachian conference would be binding on parties hereto retroactive to April 1, 1943.

Second, a joint scale committee meeting representing the parties hereto would be called as soon as practicable following the consumation of an agreement by the Northern Appalachian Joint Conference, for the purpose of negotiating the terms of the Terre Haute Agreement effective April 1, 1943,

Third, this agreement may be cancelled by a five day written notice by either party hereto.

This agreement was signed by Louis Austin, President and Ralph Day, Secretary of the United Mine Workers of America, District No. 11, and Hugh B. Lee and Michael Scollard for the Indiana Coal Producers Association.

The mines continued to operate under this agreement while the Northern and Southern Appalachian groups were attempting to make an agreement which they failed to do, so the miners decided they would not work any longer without a contract and issued a strike order to take place on April 30, 1943, which was approved by their President, John L. Lewis.

President Roosevelt sent a letter to John L. Lewis and Thomas Kennedy, President and Secretary of the United Mine Workers of America saying there were strikes throughout the coal region that must be stopped because they were in direct interference with the persecution of the



out an agreement being signed. The following day Messrs. John B. Lee and Michael Scottland were notified by the Executive Board of the Indiana Coal Producers Association to sign the temporary agreement submitted by the miners which in substance was as follows:

First, the miners' conditions were with the understanding that any strike should be a change in the conditions of the contract. It was also understood that the miners would be binding on parties hereto retroactive to April 1, 1923.

Second, a joint committee was to be organized to handle the parties hereto. It was also understood that the following conditions of a new contract should be given consideration by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

Third, the agreement should be submitted by a five day written notice of either party hereto.

It was also understood that the parties hereto should be given consideration by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

The parties hereto should be given consideration by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

On April 1, 1923, the parties hereto were given consideration by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

John B. Lee, President of the Indiana Coal Producers Association, was approved by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

Michael Scottland, President of the Indiana Coal Producers Association, was approved by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

John B. Lee, President of the Indiana Coal Producers Association, was approved by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

Michael Scottland, President of the Indiana Coal Producers Association, was approved by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

John B. Lee, President of the Indiana Coal Producers Association, was approved by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

Michael Scottland, President of the Indiana Coal Producers Association, was approved by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

John B. Lee, President of the Indiana Coal Producers Association, was approved by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

Michael Scottland, President of the Indiana Coal Producers Association, was approved by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.

John B. Lee, President of the Indiana Coal Producers Association, was approved by the parties hereto. It was also understood that the terms of the new contract should be given consideration by the parties hereto.



war, that there is Government machinery set up for orderly and peaceable settlements of labor disputes and the power of the Government to carry on the war.

It seems that the President's message was ignored and the strikes continued and on May 1, 1943 an Executive Order was issued by the President taking possession and operation of the coal mines of the United States and H. L. Ickes, Solid Fuel Administrator for War, was made the Bituminous Coal Director. Many of the mines refused to work regardless of the order issued. On May 17, 1943 John L. Lewis, National President of the United Mine Workers of America sent a telegram to Mr. Ickes which read in substance, "We are requesting our membership to continue at work under the existing retroactive extension agreement until midnight May 31, 1943." No agreement was reached between the miners and operators before that date and the miners again began to leave the mines. On June 3, 1943, the President made the following statement "Most of the nation's coal mines are closed because of a general strike which has taken place in defiance of the Government of the United States. I have instructed the Secretary of the Interior, who has possession of the mines for the Government, to proceed to reopen the mines. I order and direct the miners who are not at work in the mines to report to work on June 7, 1943, and I must remind the miners they are working for the Government on essential war work and it is their duty no less than their sons and brothers in the armed forces to fulfill their war duties.

On June 7, 1943 the miners began returning to work.

On July 8, 1943, a supplement agreement was signed by the Indiana Coal Producers Association and District No. 11, United Mine Workers of America, which made a few changes in the contract signed on May 1, 1941.

This agreement made it possible for the employees



of the government to carry on the war.

[illegible]

On June 7, 1943, the mine was again reported to work.

[illegible]

This document made its debut for the employees



to work six days a week and increased their working time from seven to eight hours per day for which they were paid time and one-half for the last hour. Also the War Labor Board granted an increase in the vacation pay to \$50.00 and ordered the coal companies to pay for tools previously purchased by miners. Both grants would mean more money for the miners without a general wage increase.

The mines continued to operate under the Supplemental Agreement until an agreement known as the Illinois Agreement, was signed by H. L. Ickes, Secretary of the Interior, and John L. Lewis and was approved by the War Labor Board November 5, 1943. This contract did not carry any additional increases in the wage scale but made it obligatory on the part of the strip operators to pay \$40.00 travel time to all men who were on the payroll April 1, 1943 to June 19, 1943.

This agreement also increased the tippie men's wages by reducing their lunch time from thirty minutes to fifteen minutes, also increased the work time of the monthly men thirty-five minutes per day at time and one-half.

For your information the following is a chronology of the major developments in the coal wage controversy from February 12, 1943 to May 26, 1944:

#### 1943

February 12--The Secretary of the Interior requests bituminous coal operators and miners to begin negotiations for a new wage contract not later than February 22. The Secretary also requests that anthracite negotiations begin not later than March 22nd.

February 22--John L. Lewis, President of the United Mine Workers, announces that March 10 would be the earliest date he could meet the bituminous coal operators.

March 10--United Mine and Northern Appalachian bi-



to work six days a week and increasing their working time from seven to eight hours per day for which they were paid time and one-half for the last hour. The new Labor Board granted an increase in the working time to \$50.00 and ordered the coal companies to pay for coal previously purchased by miners. This would mean an increase for the miners without any increase in the price of coal.

The miners continued to operate under the same conditions as before. The new Labor Board granted an increase in the working time to \$50.00 and ordered the coal companies to pay for coal previously purchased by miners. This would mean an increase for the miners without any increase in the price of coal.

The miners continued to operate under the same conditions as before. The new Labor Board granted an increase in the working time to \$50.00 and ordered the coal companies to pay for coal previously purchased by miners. This would mean an increase for the miners without any increase in the price of coal.

The miners continued to operate under the same conditions as before. The new Labor Board granted an increase in the working time to \$50.00 and ordered the coal companies to pay for coal previously purchased by miners. This would mean an increase for the miners without any increase in the price of coal.

The miners continued to operate under the same conditions as before. The new Labor Board granted an increase in the working time to \$50.00 and ordered the coal companies to pay for coal previously purchased by miners. This would mean an increase for the miners without any increase in the price of coal.



bituminous operators open wage negotiations in New York.

March 22--President Roosevelt proposes that negotiations be continued without stoppage of work with the provision that any wage adjustments ultimately agreed upon be made retroactive to April 1st.

March 26--Lewis asserts before Truman Committee that the no-strike agreement is "not necessarily binding."

March 28--Conciliation Service of Department of Labor enters negotiations. Extension of existing agreements to May 1, with any wage adjustments to be made retroactive to April 1, now agreed to by all parties. Negotiations go forward.

March 31--United Mine Workers and anthracite operators open negotiations for renewal of wage agreements in New York City.

April 8--President Roosevelt issues "Hold-the-Line" Executive Order.

April 9--Southern operators request National War Labor Board to assume jurisdiction over dispute. WLB refers request to Department of Labor.

April 13--U.M.W. accepts compromise proposed by Director of Conciliation Service that dispute be compromised by a "guaranteed" six-day week and 52-week year. Suggestion immediately rejected by operators.

April 22--Secretary of Labor refers bituminous dispute to WLB, which assumes jurisdiction and requests parties to appear before it on April 24.

April 23--Strikes start in coal mines in Appalachian fields.

April 24--WLB unanimously ordered that production



Union operators even were negotiations in New York.

March 22--President Roosevelt proposed that negotiations be continued with the operators of work with the provision that any wage adjustment be mutually agreed upon be made retroactive to April 1st.

March 25--Lewis asserted before House Committee that the no-strike agreement is "not necessarily binding."

March 25--Committee on Labor Relations of House of Representatives held a hearing on the proposed settlement. The committee heard testimony from Lewis and from representatives of the operators. The committee is expected to report to the House by April 1st.

March 26--The operators announced that they had agreed to a 10% wage increase and a 40-hour week. The operators also agreed to a no-strike agreement for the duration of the settlement.

March 27--The House passed a bill to ratify the settlement. The bill was passed by a vote of 347 to 10.

Executive Order--The President issued an executive order directing the operators to return to work. The order also directed the operators to comply with the terms of the settlement.

April 1--The operators returned to work. The settlement was officially implemented. The operators received a 10% wage increase and a 40-hour week. The operators also agreed to a no-strike agreement for the duration of the settlement.

April 2--The operators announced that they had agreed to a 10% wage increase and a 40-hour week. The operators also agreed to a no-strike agreement for the duration of the settlement.

April 15--Strikes start in coal mines in Appalachian fields.

April 24--MRS. Roosevelt ordered that production



of coal continue without interruption under the old contract terms and conditions pending settlement of the dispute, provided that any wage adjustments would be retroactive to April 1st. WLB then held its public hearing, which operators attended, but the U.M.W. failed to appear. Five large Alabama mines go on strike.

April 25--Fifteen thousand Appalachian field miners on strike. WLB telegraphs Lewis urging return of mine workers to the pits.

April 27--U.M.W. president announces that, in absence of contract, all bituminous coal miners will suspend work at midnight, April 30th. Thomas Kennedy, U.M.W. secretary-treasurer, makes similar announcement for anthracite miners.

April 28--WLB refers bituminous coal dispute to President Roosevelt.

April 29--President Roosevelt directs John L. Lewis and Thomas Kennedy to return striking anthracite and bituminous coal miners to their jobs by 10 A.M. on May 1 because coal strikes are interfering with war program.

April 30--John L. Lewis telegraphs President Roosevelt indicating refusal of President's ultimatum. Secretary of Labor certifies anthracite dispute to WLB.

May 1--General strike in progress. President Roosevelt issues Executive Order directing Secretary of the Interior to take possession of coal mines. Secretary Ickes takes immediate possession, without violence or use of troops. United States flags are run up over the coal pits; chief mine executives designated as Government operating managers, and mines made ready for immediate reopening. WLB panel halts deliberations pending resumption of production.

May 2--President Roosevelt in radio address calls on all mine workers to return to work. Lewis announces 15-day "truce."



of coal contracts without interruption under the old  
contract terms and conditions pending settlement of the  
dispute, provided that any wage adjustments would be re-  
troactive to April 1st. MR. Tamm held the public hear-  
ing, which operators attended, but the U.M.W. failed to  
appear. Five large Alaska mines go on strike.

April 22 - Fifteen thousand hotelkeepers filed suit  
on federal anti-trust laws against owners of nine  
workers in the city.  
April 23 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.  
April 24 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.  
April 25 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.

April 26 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.  
April 27 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.  
April 28 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.  
April 29 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.  
April 30 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.

May 1 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.  
May 2 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.  
May 3 - The U.S. Supreme Court decided in favor of  
the hotelkeepers, holding that the owners' agreement  
to fix rates was an illegal restraint of trade.







May 3 and 4--Miners begin going back to work.

May 14--WLB directs parties to resume negotiations under arrangements to be worked out by parties in consultation with WLB at conference on May 17. WLB also directed that production continue under terms of President's telegram of March 22 and WLB's order of April 24.

May 17--Secretary Ickes requests mine workers to continue working after expiration of May 18 truce deadline and expresses hope that way will be open for collective bargaining conferences. Lewis telegraphs Secretary Ickes that "truce" is extended to May 31.

May 18--WLB orders negotiations suspended until Lewis was ready to proceed under the auspices and instructions of the board, as outlined in May 14 order.

May 21--WLB panel of public, labor and industry representatives presents its fact-finding report on Appalachian dispute.

May 25--WLB issues directive order in Appalachian dispute, granting increased vacation payment, ordering companies to pay for tools previously purchased by miners, denying general wage increase and referring portal-to-portal issue back to the parties for negotiations.

May 26--Appalachian wage conference resumes negotiations in Washington.

May 29--Secretary Ickes telegraphs Lewis advising him that he expects work not be interrupted on June 1.

June 1--Widespread strikes begin. U.M.W. proposes at joint wage conference that dispute be compromised temporarily with \$1.50 payment for travel time. Secretary Ickes requests Lewis and chairman of Operators' committee to halt spread of walk-outs.

THE UNITED STATES OF AMERICA

IN SENATE  
January 10, 1917  
REPORT  
OF THE  
COMMISSIONER OF THE GENERAL LAND OFFICE  
IN RESPONSE TO A RESOLUTION PASSED BY THE SENATE  
JANUARY 1, 1915

ALBANY, N. Y.:  
JANUARY 10, 1917  
PUBLISHED BY THE  
GOVERNMENT PRINTING OFFICE

1917  
100-100000

100-100000

100-100000

100-100000

100-100000

100-100000



June 2--WLB directs that negotiations cease until strike is terminated.

June 5--U.M.W directs miners to work June 7, request of Secretary Ickes, but sets June 20 as new deadline.

June 7--Miners begin returning to work.

June 9--Central Pennsylvania operators and U.M.W. report "verbal agreement" on \$1.30 daily compensation for portal-to-portal pay (but this agreement never was signed).

June 18--WLB issues final directive order in Appalachian dispute, ordering existing contracts extended to March 31, 1945, with changes contained in May 25 order, and denying the union's portal-to-portal demand without prejudice to the rights of the parties to pursue the matter through court action or to agree to an out-of-court settlement compatible with the stabilization program.

June 21--General walk-outs begin in mines.

June 22--U.M.W. instructs miners to return to work under direction of Secretary Ickes as Federal custodian and to continue to work until October 31.

June 25--War Labor Disputes Act ("Smith-Connally" Act) becomes law.

June 27--Miners begin returning to work.

July 20--Lewis announces agreement with Illinois operators for seven-hour day at straight rates and payment of \$1.25 per day for portal-to-portal compensation.

August 3--Lewis appears as representative of U.M.W. before WLB in support of Illinois agreement.







August 24--WLB rejects agreement holding it was not a "genuine settlement" of the travel time claims of the miners compatible with the stabilization program.

September 9--Wage conference between Appalachian operators and U.M.W. resumed.

September 23--Agreement reached between U.M.W. and Illinois operators calling for \$8.50 daily pay for 8½-hour portal-to-portal work day, and \$40 payment for retroactive portal-to-portal liability.

October 12--Government terminates possession of all mines remaining in its hands.

October 13--Strikes break out in Alabama and Indiana.

October 26--WLB disapproves Illinois contract. Indicates that in view of estimated average time to be spent for productive work under proposed 8½-hour portal-to-portal contract \$8.125 instead of \$8.50 could be approved under stabilization program.

October 28--WLB issues decision in anthracite dispute granting Little Steel allowance, increased vacation and tools.

November 1--General strike under way. President Roosevelt issues Executive Order directing Secretary Ickes to take over coal mines and to negotiate wage contract for period of Government possession in accordance with opinion of WLB on October 26 in Illinois wage case. Secretary Ickes takes immediate possession of mines.

November 3--Secretary Ickes and U.M.W. representatives draft Memorandum of Agreement calling for \$8.50 daily pay for 8½ hour portal-to-portal work day during period of Government operation. Agreement submitted to WLB.



January 23--WPA reports agreement holding it was not a "genuine settlement" of the fiscal year crisis of the agency compatible with the stabilization program.

September 1--WPA reports agreement between operators and U.M.W. members.

September 13--Agreement reached between U.M.W. and Illinois operators calling for \$2.50 daily pay for 40-hour partial-to-total work day, and 345 payment for 100 productive hours-to-total liability.

October 12--Government announced completion of all mines remaining in the strike.

October 13--Collier struck out in Alabama and Indiana.

October 15--WPA reports Illinois operators. It stated that in view of continued strike there is no point in production work under present 34-hour partial-to-total liability. It is stated that \$2.50 would be required under stabilization program.

October 23--WPA reports that in Arkansas the mine operators have been successful in securing a settlement with the U.M.W. members.

November 1--WPA reports that the U.M.W. members have been successful in securing a settlement with the mine operators in the period of the strike. It is stated that the U.M.W. members have been successful in securing a settlement with the mine operators in the period of the strike.

November 7--WPA reports that the U.M.W. members have been successful in securing a settlement with the mine operators in the period of the strike. It is stated that the U.M.W. members have been successful in securing a settlement with the mine operators in the period of the strike.



November 5--WLB approves Memorandum Agreement subject to clarification and resubmission on certain points and requests President to appoint committee to obtain more exact information as to travel time and as to possibilities of reducing it, stating it should have such information in acting on any agreement that might subsequently be made between Operators and U.M.W.

November 7--Most miners back in pits under new Ickes-Lewis agreement, without violence or use of military.

November 11--President appoints Travel Time Committee pursuant to WLB request.

November 18--Secretary Ickes calls conference of coal operators and U.M.W. to consider making an industry wage agreement within framework of Memorandum of Agreement of November 3.

December 11--Committee of Operators and U.M.W. submit proposed new supplemental bituminous wage agreement to Secretary Ickes. Secretary Ickes calls meeting of all operators and U.M.W. officials on December 17 to sign new agreement.

December 17--U.M.W. and operators representing 70 per cent of bituminous coal production approve supplemental wage agreement adopting terms of Government operation contract and submit it to WLB.

#### 1944

January 14--Attorney General Francis Biddle advises Secretary Ickes that War Labor Disputes Act does not require Government to relinquish possession of mines in absence of an industry wage contract where there is the threat of a walk-out.

February 3--First progress report of Travel Time Committee filed with President.

November 5-Will approve immediate agreement for  
test to classification and revocation on certain cases  
and requests President to appoint committee to study  
and report on the situation as to the time and as to the  
possibilities of reducing it, stating that the committee  
formation in order to any agreement that might be  
possibly be made between Congress and U.S.A.

November 7-Don't think back in after the idea  
lowe agreement, without violence or use of military

November 10-President approves travel to the  
Misses Bureau to this request

November 11-President says that the  
total number of cases is 10,000 and that the  
total number of cases is 10,000 and that the  
total number of cases is 10,000

November 11-Continuation of the situation and the  
the case and the situation and the situation  
the case and the situation and the situation  
the case and the situation and the situation  
the case and the situation and the situation

November 12-Continuation of the situation and the  
the case and the situation and the situation  
the case and the situation and the situation  
the case and the situation and the situation  
the case and the situation and the situation

11

November 13-Continuation of the situation and the  
the case and the situation and the situation  
the case and the situation and the situation  
the case and the situation and the situation  
the case and the situation and the situation

November 14-Continuation of the situation and the  
the case and the situation and the situation  
the case and the situation and the situation  
the case and the situation and the situation  
the case and the situation and the situation



March 8--Anthracite operators and U.M.W. agree on new wage contract to apply when mines are returned to private operation.

April 7--WLB approves anthracite contract between operators and U.M.W.

April 8--Lewis, pointing to growing miner unrest over delays, demands immediate payment of promised \$40 settlement of back portal-to-portal claims, contained in agreement for private operation pending before WLB.

April 10--Second progress report filed by Travel Time Committee, covering 84 per cent of bituminous coal mined under U.M.W. contracts.

April 18 and 19--Secretary Ickes holds conference of operating managers and representatives of U.M.W. concerning \$40 retroactive payment.

April 24--Secretary Ickes writes Chairman Davis of WLB conveying requests of representatives of operating companies for authority from WLB to enter into supplemental contract covering \$40 portal-to-portal payment in advance of approval of general agreement.

May 19--WLB approves wage agreement between bituminous operators and U.M.W.

May 24--Presidential committee on portal-to-portal time makes final report.

May 26--Deputy Coal Mines Administrator C.J. Potter holds meeting of bituminous wage negotiators to determine which mines are going to put supplemental contract in effect.

June 1--Indiana mines were returned to private ownership.

ooo000ooo



March 2-Indians were returned to private lands  
new wage contracts to apply when mines are returned to  
private operation.

April 7-MS approves mining contract between  
operators and Indians.

April 8-Indians pointed to growing mine output  
over delays, demands immediate payment of promised 40  
percent of back pay to be paid in kind, containing  
in agreement for private operation, containing 40%.

April 10-MS approves mining contract between  
Time 10-Indians were returned to private lands  
new wage contracts to apply when mines are returned to  
private operation.

April 12-Indians were returned to private lands  
new wage contracts to apply when mines are returned to  
private operation.

April 13-Indians were returned to private lands  
new wage contracts to apply when mines are returned to  
private operation.

April 14-Indians were returned to private lands  
new wage contracts to apply when mines are returned to  
private operation.

April 15-Indians were returned to private lands  
new wage contracts to apply when mines are returned to  
private operation.

April 16-Indians were returned to private lands  
new wage contracts to apply when mines are returned to  
private operation.

April 17-Indians were returned to private lands  
new wage contracts to apply when mines are returned to  
private operation.

Continued







